



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON DC 20310-0111



03 SEP 2004

MEMORANDUM FOR SEE DISTRIBUTION


SUBJECT: Overseas Tour Rotation

Reference:

- a. Department of Defense (DoD) Manual 1400-25.M, Civilian Personnel Manual, Chapter 301, Overseas Employment, dated 24 August 1988.
- b. Deputy Assistant Secretary of Defense, Civilian Personnel Policy, Memorandum, Five-Year Limitation on Foreign Employment, dated 26 March 1997.
- c. DoD Instruction 1400.23, Employment of Family Members of Active Duty Military Members and Civilian Employees Stationed in Foreign Areas, dated May 12, 1989.
- d. Army Regulation 690-300, Civilian Personnel – Employment, Chapter 301, Overseas Employment, dated 15 October 1987.

I encourage managers at all levels to develop and keep an upwardly mobile workforce. The DoD overseas rotation policy provides Army managers with recruitment and developmental tools to offer employees the opportunity to experience Army missions in a foreign environment. That experience provides a greater understanding of total force initiatives. The rotation policy facilitates the continuous flow of job opportunities and career-enhancing experiences for Army employees. It also supports other overseas well-being goals such as providing employment opportunities for Army family members who accompany their sponsors on overseas assignments. Delegated authorities such as these enable the front line commanders to execute and manage programs to meet mission needs. In exercising this authority, I encourage you to support the spirit and intent of the overseas rotation policy, and the employment opportunities program for family members. These broad authorities are stated in the references above.

Each overseas location offers a unique challenge requiring commanders to tailor programs to meet their changing mission requirements. To meet these needs encourage individual overseas rotation policies that are consistent with DoD and Army policies, and facilitate the accomplishment of mission requirements.


for Reginald J. Brown
Assistant Secretary of the Army
(Manpower and Reserve Affairs)

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